



# GET IT RIGHT

## Mastering the Application of Labour Ordinance (Sarawak Chap.76) & The Rules



20 & 21 May 2024

Miri, Sarawak

8.30am - 5.00pm

RM 1,590.00  
Member/pax  
including SST

\*HRDF Claimable  
Payable to MEF Academy Sdn Bhd

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## Trainers



MR ASARAF SAHIMUN is a young Sabahan professional that has worked with various organizations ranging from MNC, Public-listed Corporation to SME. He has assumed several designations throughout his career, started off as an HR Associate to HR Manager before he joined MEF as one of the Industrial Relations Consultants. As MEF Consultant, he is entrusted to provide advices to MEF

members with regards to labour laws among other things and also, representing them at the Labour and Industrial Courts. His vast HR experience has enabled him to provide constructive advices and feedbacks to MEF members. He holds a degree in law and a master degree specializing in criminal justice from University of Malaya (UM). As an HRD Corp certified trainer he has been conducting in-house and public training to employers in Sabah and Sarawak



DR. DZULZALANI EDEN, Director - MEF Academy with more than 30 years experience in the field of labour and industrial relations. A strong educational professional with doctorate in industrial relations and human resource management from Victoria University, Melbourne. Prior to joining the Malaysian Employers Federation, he began his career in 1990 with the Ministry of Human Resources, where he had held various positions namely as Labour Inspector, Senior Labour Officer cum Industrial Relations Officer and Senior Assistant Director of Labour at the Department of Labour Sarawak and the Ministry's Putrajaya office.

## Guest Speaker

MR PHANG PIN, a Senior Assistant Director, Department of Labour Sarawak, currently attached to the Enforcement Division Department. He has worked with the Department of Labour Sarawak since 2005 and has served as the Assistant Director of Labour at Labour Office Kuching from 2005 to 2015, Labour Office Sibu from 2015 to 2017. He holds Bachelor of Science (Human Resource Development) from Universiti Putra Malaysia in 2004 and has been actively conducting trainings and briefing on labour and employment issues with various institutions.

## Introduction

*This workshop is designed to focus on the applications of Ordinance with discussions and evaluations of real cases decided by the Labour Court and Civil Court. It also provide participants with the strategies in order to ensure the proper implementation of the Ordinance and its foreseeable changes. It is important for employers to have the right knowledge of the different interpretation and applications of the Ordinance to avoid unnecessary litigation process such as compound, prosecution and complaints from employees*



To understand the key provisions of the Labour Ordinance (Sarawak Cap. 76) and its appropriate implementations.



To comprehend the implementation of the Ordinance with reference to decided cases at the Labour Court & appeals at Civil Courts.



To provide participants with the knowledge and skills in the effective applications of the Ordinance at the workplace and in addressing its foreseeable changes.

### Day 1

8.30am Registration  
9.00am Key Definitions/  
Interpretations  
Register>Returns &  
Labour Rules  
9.30am Contract of Service &  
Rules on Contents of  
Contract  
10.30am Tea Break  
10.45am Types of Employment :  
Permanent/PartTime/  
Casual/ Contract for  
Service  
1.00pm Lunch Break  
2.00pm Hours of Work, Overtime,  
Rest Day, Leave & Holiday  
3.30pm Tea Break  
3.45pm Wages Payment,  
Advances & Deduction  
5.00pm End of Day 1

### Day 2

8.30am Registration  
9.00am Termination of Contract,  
Termination & Lay-off  
Benefits & The  
Application of Related  
Rules  
10.30am Tea Break  
10.45am Complain & Inquiries -  
Labour Court Procedures  
1.00pm Lunch Break  
2.00pm Special Employment :  
Women, Children &  
Young Person & Non-  
resident  
3.30pm Tea Break  
3.45pm Proposed Changes to  
Labour Ordinance  
(Sarawak Chapter 76):  
Reflections to  
Employment Act  
(Amendment 2022)  
5.00pm End of Day 2